

DR. HILLA LIMANN TECHNICAL UNIVERSITY



CODE OF ETHICS POLICY

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1.0 PREAMBLE

The Dr. Hilla Limann Technical University per its legal mandate believes the University shall be sustainable not only on its teaching and learning structures, but also on its capacity to build the institution based upon its Core Values and Cultural Practices for the development of the institution for excellence.

2.0 PUNCTUALITY AND DILIGENCE

The basis of the University's relationship with members of staff and students is teaching and learning. Consequently, staff and students shall be implored to attach utmost importance to their tasks by exhibiting punctuality and industry to ensure increased efficiency at all levels and at all times.

3.0 PROHIBITED CONDUCT

Members of staff and students shall be prohibited from engaging in a conduct resulting in, or leading to any of the following;

3.1 Conflict of Interest

This arises when a situation that has the potential to undermine the impartiality of a member of staff and students because of the possibility of a clash between their self-interest and professional interest. As international best practices in the corporate world frown on conflict of interest, the University similarly prohibits such conduct.

3.2 Academic Dishonesty

This entails violating the University Rules and Regulations on academic work by committing, or attempting to commit academic dishonesty including, but not limited to, cheating, plagiarism, fabrication, unauthorised collaboration and facilitation of academic dishonesty.

3.3 Forgery, Unauthorized Use of Documents or Furnishing False Information

Staff and students shall not intentionally furnish false information to the University and/or its officials, misuse affiliation with the university to gain access to services and agencies external to the University; or use false information or University resources to compromise the name of the University. Furthermore, forgery, unauthorised alteration or use of any University document, electronic transmission, instrument of identification, or academic and non-academic records, signatures, seals, or stamps thereof are prohibited.

4.0 ABUSE, ASSAULT, ENDANGERMENT AND THREATENING BEHAVIOUR

These include intentionally or recklessly endangering, threatening or causing physical or mental harm to any person or oneself, on the premises of the university or university-sponsored activities, as well as intentionally causing reasonable apprehension of such harm including, but not limited to abusive language and/or physical or verbal intimidation, harassment and coercion.

5.0 FIREARMS, EXPLOSIVES, WEAPONS AND OTHER DANGEROUS CHEMICALS

The unauthorised possession, use or storage of firearms, explosives (including, but not limited to fireworks), other weapons or dangerous chemicals on the university premises. Persons who are licensed and obligated to carry firearms must obtain prior express permission from the Vice Chancellor or his appointed representative to bear such on the University campuses.

6.0 FIRE SAFETY EQUIPMENT

Staff and students shall not intentionally or recklessly misuse or damage any fire safety equipment.

7.0 PROPERTY DAMAGE, DESTRUCTION OR DEFACING

Members of staff and students shall not intentionally or recklessly destroy, damage, deface, or attempt same with respect to property belonging to the university or any other person at University-sponsored activities. Similarly, having knowledge of such acts and failing to report to the appropriate university official(s) or the security agencies shall constitute an offence.

8.0 THEFT

Consistent with the country's various criminal legislations, the university proscribes stealing or attempted theft of any form whatsoever and omission to report one's knowledge of same as offences.

9.0 FALSE ALARMS

It is forbidden to intentionally initiate or cause to be initiated any false report, warning, or threat of fire, explosion, or other emergencies on university premises or at University-sponsored activities.

10.0 DRUGS

In tandem with national legislation, the university proscribes the unlawful possession, cultivation, manufacture, distribution, dispensing or use of illegal drugs, other controlled substances or paraphernalia on University premises or at University-sponsored activities.

11.0 ALCOHOL AND ALCOHOLIC BEVERAGES

Staff and students shall not engage in the unauthorised distribution, possession and consumption of alcohol and alcoholic beverages on university premises or at university-sponsored activities.

12.0 DRINKING/DRUNKENNESS

Members of staff and students shall not consume alcohol and/or alcoholic beverages or be drunk whilst on duty or at university-sponsored activities.

13.0 HAZING/INITIATION

Members of staff and students shall not intentionally or recklessly endanger the physical or mental health of others through forced consumption of items such as alcohol or drugs. In addition, staff and students shall not forcibly procure the participation of others in dangerous or reckless activities for the purpose of initiation into or affiliation with any organisation or group whether registered on campus or not.

14.0 SMOKING

Smoking is prohibited on any of the university campuses, buildings and at any university-sponsored activity except in an area clearly designated for such purpose.

15.0 INTERFERENCE WITH UNIVERSITY OPERATIONS

Members of staff and students shall not intentionally or recklessly interfere with the normal operations of the university or university-sponsored activities such as studying, research, teaching, information systems, methods of communication, administrative work and emergency services.

16.0 IDENTIFICATION CARDS

Staff and students shall be expected to wear and carry, produce or surrender their identification cards or other such insignia upon due request by an authorised official of the university.

17.0 COMPLIANCE WITH OFFICIAL DIRECTIVES

Members of staff and students shall comply with directives of university officials acting in lawful performance of the officials' duties.

18.0 VIOLATION OF UNIVERSITY RULES, REGULATIONS AND POLICIES

Staff and students to whom this policy applies shall not violate all university rules and regulations or policies as published.

19.0 INTERPERSONAL RELATIONSHIPS

19.1 Inter Staff Relationship

No member of staff shall;

1. Molest, intimidate or be rude to colleagues and university officials;
2. Engage in amorous relationships (whether married or not) (with the opposite or same sex) during working hours that has a tendency to undermine discipline or productivity at work;
3. Act in consent with any other member of staff in bingeing, smoking and using or abusing drugs;
4. Be a member of any organisation or participate in any illegal or secret meetings organised by such societies or fraternities, which may impact negatively on the university community.

19.2 Staff-Student Relationship

Staff or Student shall not;

1. Molest, intimidate or be rude to each other;
2. Engage in amorous relationships with the opposite or same sex during the pendency of a student's course of study at the
 1. University;
 2. Act in consent with a student in bingeing, smoking and using or abusing drugs;
 3. Be a member of any proscribed organisation or participate in any illegal or secret meetings organised by such societies or fraternities.